

## SIDE-BY-SIDE COMPARISON OF COMMUNITY BENEFITS

The application should describe benefits that the Cannabis Business would provide to the local community, such as employment for residents of the City, community contributions which can be substantiated, or economic incentives to the City.

1 - Coastal Retail Sonoma, LLC dba Coastal	2 - SOPARC, LLC dba SPARC	3 - Matanzas Alliance, LLC dba Justice Grown	4 - The Lighthouse Sonoma, LLC
<b>EMPLOYMENT FOR RESIDENTS</b>			
Commits to hiring 90% of members from the Sonoma Valley	• No Similar Benefits	• No Similar Benefits	We will hold an employee interview and recruitment event open to the public prior to commencing operations
All employees will start at a min. 20% higher than average rate of pay; will always exceed the City's min. wage by at least \$3.00	Standard, entry -level wage structure exceeds the City's Living wage Ordinance for both small and large employees	~ Justice Grown recognizes the cost of living fluctuates, and remains committed to supporting our employees by adjusting starting rates as Living Wage increases. ~ Justice Grown is dedicated to supporting a City of Sonoma's living wage, \$17.80 per hour.	The Lighthouse shall compensate full-time employees at or above \$15/hour.
<b>COMMUNITY CONTRIBUTIONS</b>			
\$1 million will provide financial investments to Sonoma and the entire Sonoma Valley community over the course of 5 years ( <i>Coastal Cares</i> )	Allocate 5% of profits, or a minimum of \$20k annually to provide direct Community Benefits in Sonoma: ~ Monetary - \$20, 000 ~ In-Kind Product - \$24,000 - \$40, 000 ~ Services & Support - \$5,000 - \$7,000	Pledges to match the proposed donation level of any written commitment in any other application for a minimum of two (2) years: ~ Reluctant to engage in a "bidding war" by offering the biggest donation to the City ~ Pledges to be as generous as any other serious applicant	Commit to donate annually to Sonoma based organizations and those who service Sonoma each year: ~ The role of Lighthouse is to fund the awards made by the board along with any administrative costs
Funding wildfire prevention - We will work with the Fire Chief and the Sonoma Valley Fire and Rescue Authority to identify funding gaps that Coastal can assist in bridging	Our goal is to develop an overall wellness program that can provide the type of trauma support to help the youth of Sonoma to deal with loss, whatever the cause	• No Similar Benefits	• No Similar Benefits
Early Childhood Education - We will provide funding to create a new preschool class opportunity for 8 students	• No Similar Benefits	• No Similar Benefits	• No Similar Benefits
Homelessness - Financial partner to SOS supporting their shelter services	• No Similar Benefits	We want to support organizations like F.I.S.H., the Redwood Empire Food Bank, and La Luz to provide traditional help to solving food insecurity, local pantries and shelters	The Lighthouse is committed to helping Sonoma tackle its biggest challenges such as homelessness, support of underserved populations, and mental health gaps
Health and Wellness - We will launch the Coastal Sonoma Healthy Foods Program - To deliver and provide local produce and healthy food options to lower income resident	SPARC will continue to develop relationships with and support local food pantries, community groups and non-profits to provide healthy meals to those who cannot afford food	• No Similar Benefits	The Lighthouse supports the City Council's goal to support and promote the quality of life and local economy through a community engagement plan that demonstrates an understanding of the community
Coastal has committed each team member 8 hours of community service per quarter; 50 hours per month on average (accounting for roughly 20 team members)	• No Similar Benefits	Benefits includes paid time off of 40 hours annually to do volunteer work	• No Similar Benefits
Coastal employees will be provided with consistent volunteer opportunities at the following non-profits: ~ La Luz Center ~ Community Action Partnership - Sonoma ~ Sonoma Valley Mentoring Alliance ~ Sonoma Valley Education Foundation ~ Sonoma Overnight Support (SOS) ~ Coastal Sonoma Healthy Foods Program	~ We have partnered with La Luz to provide 100+ families with special fall holiday celebration ~ We have a tradition of conducting a Toy Drive in addition to our on-going food drive ~ SPARC has worked with local Firehouses in prior drives, encourage donations from customers and staff alike through promotional emails and signage	We encourage Justice Grown staff to volunteer: ~ Cancer Support Sonoma ~ La Luz ~ Pets Lifeline ~ Friends in Sonoma Helping (FISH) ~ Redwood Empire Food Bank	We are excited to become part of long standing Sonoma traditions: ~ Vintage Festival ~ Fourth of July celebration ~ Plein Air ~ Pets Lifeline/Paws for a Cause ~ The Sweetheart Gala ~ The Community Center Muse event

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<b>ECONOMIC INCENTIVES</b>			
<p>We will partner with Sonoma Overnight Support (SOS) in their effort to establish and maintain a safe place for the homeless community in Sonoma</p>	<p>SPARC Compassionate Care Sonoma - Donates cannabis to those in need:</p> <ul style="list-style-type: none"> <li>~ Provides more than \$4,500 worth of cannabis per month/ \$54,000 per year, to low-income patients in need;</li> <li>~ Upon receipt of a Conditional Certificate to operate, we intend to give \$4,000/month worth of free product to those in need to the City and immediate surroundings.</li> <li>~ Continued partner with the Maître AIDS hospice in San Francisco</li> <li>~ Partner with Sweetleaf Collective - Charity organization providing free medical cannabis to HIV/AIDS and Cancer patients</li> </ul>	<p>We intend to implement a compassion program for our qualified medical cannabis clients</p>	<p>The Lighthouse intends to become an active member of the Sonoma business community:</p> <ul style="list-style-type: none"> <li>~ The Lighthouse will join the Sonoma Chamber of Commerce, the Rotary, and the Sonoma Valley Visitors Bureau</li> <li>~ We will "Buy Local"</li> <li>~ We will look for opportunities to purchase goods and services from minority and women owned businesses</li> </ul>
<b>OTHER COMMUNITY BENEFITS</b>			
<p>Labor Peace Agreement:</p> <ul style="list-style-type: none"> <li>~ Coastal recognizes the collective bargaining rights of employees in accordance with the National Labor Relations Act. Coastal has a signed LPA with UFCW and are working towards signing our second</li> <li>~ Coastal will enter into a Labor Peace Agreement for Coastal Sonoma and facilitate the card check process by which team members can cast their vote.</li> <li>~ Coastal will facilitate proper card check procedures with our union partner in accordance with CA labor law standards.</li> </ul>	<p>Collective Bargaining Rights:</p> <ul style="list-style-type: none"> <li>~ SPARC entities have written LPA's and SPARC Sonoma is currently in discussions with the Teamsters on the development of an LPA that includes card-check neutrality</li> <li>~ We look forward to finalizing an LPA for SOPARC in the near future</li> <li>~ We are committed to employee rights, providing living wages and benefits</li> </ul>	<p>Labor Peace Agreement:</p> <ul style="list-style-type: none"> <li>~ Justice Grown has signed a Labor Peace Agreement with Teamsters Joint Councils #7 &amp; #42</li> <li>~ The employer agrees to remain neutral, making no written or oral statement for or against unionization</li> <li>~ Justice Grown shall let employees vote on matters related to the Union, without influence of the company. If this agreement is violated, Justice Grown shall take actions and corrections to remediate the situation</li> <li>~ The company shall not retaliate against any employee for voicing their concerns or support. Employees are allowed to distribute literature. Justice Grown will provide a list of employees that do not have supervisory, or managerial positions</li> </ul>	<p>Labor Peace Agreement:</p> <ul style="list-style-type: none"> <li>~ The Lighthouse will enter into a LPA when it employs twenty or more employees (BPC 26051.5(a)(5)). Our LPA will include agreements to not disrupt efforts of labor organizations to communicate with and attempt to represent The Lighthouse employees</li> <li>~ The Lighthouse's LPA will comply with California's Business and Professions Code definition of "Labor Peace Agreement" (BPC 19300.5(w))</li> <li>~ The Lighthouse will enter into its LPA with a "Bona Fide Labor Organization" or labor union seeking to represent cannabis workers in Sonoma</li> <li>~ The Lighthouse has considered UFCW Local 770, which has represented cannabis workers since 2011</li> </ul>
<p>We will host community education events at our Advisory Council members' local establishment</p>	<p>SPARC was founded with a focus on helping underserved members of our communities while respecting the neighborhoods where it operates:</p> <ul style="list-style-type: none"> <li>~ SPARC is present in our community</li> <li>~ We support the City of Sonoma's Plaza Lighting fundraiser to giving back to the most disenfranchised communities</li> </ul>	<p>We will offer veteran counsel (Pro Bono) and assistance in challenging VA's policies</p>	<p>We will consult with the City of Sonoma Office of Economic Development and Chamber of Commerce to notify them about goods and services procurement opportunities to help local businesses</p>
<p>We will provide high level speakers to address issues of importance to the community:</p> <ul style="list-style-type: none"> <li>~ Cannabis health Events - Panel of experts to educate the public on cannabis</li> <li>~ Expungement Events - Will work to advise the public on the best practices for expungement under a Prop 64 petition</li> </ul>	<ul style="list-style-type: none"> <li>• No Similar Benefits</li> </ul>	<p>We will empower our clients through education and by facilitating access to support networks to treat mental and emotional trauma of dealing with illness</p>	<p>Incentivizing the community and running fund raisers for local departments, in time of emergencies, The Lighthouse plans to work regularly with law enforcement to ensure the safety of both customer and employees</p>
<p>We will leverage our position in the community to spread awareness on responsible cannabis use</p>	<ul style="list-style-type: none"> <li>• No Similar Benefits</li> </ul>	<p>Committed to education related to the benefits and use of cannabis:</p> <ul style="list-style-type: none"> <li>~ The outreach coordinator will arrange workshops, covering topics on cannabis use, healthy living, and staying physically and mentally fit</li> <li>~ Provide affordable cannabis products</li> </ul>	<ul style="list-style-type: none"> <li>• No Similar Benefits</li> </ul>

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<p>We will have In-Store education - Easy to read tablets available to describe product's origin, potency and health benefits:</p> <ul style="list-style-type: none"> <li>~ Educational materials - Printed and available in store</li> <li>~ In-Store Education Manager</li> <li>~ Personal Compensation Profile provided to customers</li> <li>~ We will have posted signs warning about dangers of addiction and underage use</li> </ul>	<ul style="list-style-type: none"> <li>~ Our primary method of education is through in-store consultations</li> <li>~ We also provide educational reading materials in store and online</li> <li>~ We encourage our customers and Team Members to engage with our community several times a year</li> </ul>	<p>Supporting Local Businesses:</p> <ul style="list-style-type: none"> <li>~ Displayed art in Dispensary lobby - Supporting local artists</li> <li>~ Activist Resource Area</li> <li>~ Community Service Bulletin Board - To announce community events, services and coupons for nearby services</li> <li>~ Community Impact Board - An advisory board to address and prevent any impact of cannabis sales and use</li> </ul> <p>We will host regular training for staff</p>	<p>The Lighthouse will embed deeper into the community allowing a mutually beneficial relationship between all parties</p>